

*ADDI Chrono*  
DDI- 07082-84

17 December 1984

MEMORANDUM FOR: All DI Office Directors

FROM: Richard J. Kerr  
Associate Deputy Director for Intelligence

SUBJECT: Minority Undergraduate Fellowship Program

1. The Directorate of Intelligence will inaugurate the Minority Undergraduate Program (MUP) during the summer of 1985. This program, developed by the DI Minority Advisory Panel in cooperation with the Office of Equal Employment Opportunity, is a long-range recruitment effort designed to enhance the Directorate's ability to attract minority professionals. Participants are promised a professional or para-professional work experience designed to give them a clear understanding of the varied roles of the CIA and a chance to evaluate intelligence as a potential career. DI management benefits from the program by having a chance to evaluate -- at minimal cost -- the potential of prospective staff employees.

2. The program incorporates features of the existing Student Trainee Cooperative Educational Program (Co-op) and Summer Graduate Fellow Programs. As in the Co-op Program, MUP participants will be third and fourth year undergraduates. Their salaries will be commensurate with the percentage of coursework they have completed and, typically, will range from the GS-5 to the GS-6 level. The MUP participants will be encouraged to spend at least two successive summers in the Program. As in the Graduate Fellow Program, MUP participants will be given jobs commensurate with their skills. Participants will have full security clearances.

3. Last fall, the DI Minority Advisory Panel recruited applicants from several historically black colleges and universities and has identified a number of outstanding candidates in primarily liberal arts degree programs. The Panel is charged with processing these applicants, helping place them in DI Offices, and ensuring that participants are exposed to the full range of DI activities.

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4. I strongly endorse this pilot program and ask your cooperation in making it succeed. I also request that you examine your staffing requirements, and think creatively about using these students in positions that are both useful to the DI mission and rewarding to the participants themselves. Applicant files will be delivered to you by your Minority Advisory Panel member between 24 December 1984 - 11 January 1985.

5. Selections should be forwarded to your MAP member no later than COB, 11 January 1985.



RICHARD J. KERR

Attachment:  
As stated

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DI Minority Advisory Panel Members

NAME	COMPONENT	EXTENSION
Teresa	ALA	
Sue	CPAS	
Robin	EURA	
Cynthia	NESA	
Maria	OCR	
John	MPS	
Helen	OEA	
Saleh	OGI	
Jan	OIA	
Peter	OSWR	
Bill	SOVA	

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